

**Job title:** Trainee Recovery Worker

**Line manager:** Team Manager

**Grade (if applicable):** C12

**Direct reports:** 0



At Peabody we are committed to people living in our communities who need support to live well and independently. We provide specialist housing, care and support to people who are socially excluded, disabled, unwell or homeless.

Our purpose is to support people to live their best life whatever that means to them. We believe that all people have skills and qualities that they can draw on to live well and flourish. Colleagues are supported to understand the impact of trauma and their approach is to be empathetic, non-judgmental, and caring.

### **Role purpose:**

This trainee role will support you to develop into a fully qualified Recovery Worker. You will be supported in your first year to develop the skills, knowledge and experience required for this specialist role. If you pass the qualification and demonstrate appropriate competence and aptitude you will be upgraded to Recovery Worker on the anniversary of your appointment.

You will work as part of the team providing support to customers whilst having additional supervision and direction regarding the customers treatment and recovery plan. You will still take on the responsibilities of a support worker and be a crucial and active part of the team.

In this role you would be supporting people living in a specialist housing service to reduce their dependence on substances so that they can live well and flourish. You will follow guidance from colleagues and encourage customers to engage in treatment and activities that support their recovery and wellbeing. Over time you will assist your customers to move on to permanent accommodation.

You will :-

- assist customers with key aspects of their daily life including finances, health, and housing
- follow guidance and encourage/motivate customers to actively engage with services offering treatment and recovery programmes
- build a trusting relationship and using a coaching approach assist customers to move forward towards their personal goals.

This role is full of possibilities, and you will have a meaningful impact in the lives of others from day one.

### **Key results:**

- Participate in training and learning activities as required by this traineeship
- Ensure that the service feels like a safe and welcoming environment for customers.

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- Assist in the development of person-centred recovery plans using a strengths-based approach
- Support Recovery Workers with case management and help to ensure that your customer get the support that they want and need
- Be alert change and emerging risks. You will follow risk assessments and risk management plans to effectively safeguard and protect customers and those around them from harm

N.B. the above list is not exhaustive, and you will undertake tasks and duties that are appropriate to the role and in line with the needs and wishes of your customers.

## About you:

### You will be:

- Capable, positive and enthusiastic about learning and development
- Kind, passionate and enthusiastic about making a real difference in people's lives
- Resourceful and knowledgeable about services available to customers
- Respectful, inclusive, a good listener and creative in ways to engage with others
- Courageous and able to manage the demands and challenges of this role
- Confident and willing to speak up to protect the rights of your customers
- Able to use systems and engage in technology to maintain and retrieve information

### You will have:

- Relevant experience supporting with people who have complex needs
- An interest in addiction and recovery pathways
- A positive outlook, great communication skills, a sense of humour, an approachable manner, and the resilience to cope with a busy challenging job role
- Excellent time management skills and the ability to meet deadlines and reach goals
- A DBS check result that Peabody is happy with.

**Please note:** this role will be on a 24/7 working pattern, which will include working unsociable hours, overnight, at weekends and over Bank Holidays.

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